

Committed to excellence

Working together

Facing the future



Frimley Health
NHS Foundation Trust

WORKPLACE DISABILITY EQUALITY SCHEME ACTION PLAN 2022/23

WDES Priorities for 2022/23

Culture

Cultural awareness and the ability to work in culturally competent ways are essential for all managers and staff to learn about and demonstrate. Senior Leaders, Line Managers and staff all have a responsibility to ensure they demonstrate cultural competency in the care of our patients and working with colleagues.

Experience and Engagement

The Trust's three staff forums are very active and have provided an invaluable platform for staff voice and engagement, which has resulted in staff having a stake in the shaping of inclusive culture activity. This momentum must be built upon to take forward allyship, a system wide approach to staff engagement and inclusion and ensuring seldom heard staff groups like carers and LGBTQA+ have increase voice.

Careers

The Trust has made sustained and positive progress to increase BAME density at entry level Band 8 and this needs to continue into upper tiers. There needs to be a specific focus on ensuring equality, diversity and inclusion are integral to our Succession Planning and Talent Management Frameworks, particularly where ethnic diversity needs to be increased.

Policies

The Trust continues to make positive progress against the Workforce Equality Standards for Race and Disability, yet there is further scope for improving against the indicators from the NHS Staff Survey notably workplace experience for BAME and staff with disabilities.

Key Drivers

Equality Act 2010 (EA2010), Equality Delivery System 2 (EDS 2)

Objective 1: Establish a culture of Inclusive leadership

| No. | Drivers | Priority 20/21 | Action Needed 22/23 | Who | Timeline | Measure |
|-----|--|---|--|--|-------------------|---|
| 1. | FH Engagement Plan EDS2 WDES | Trust's Engagement Plan being followed to promote a more coordinated approach in the marking and celebrating of key notable dates | Build upon support from the Board to mark notable dates with particular focus on Carers and Disability | Equality & Diversity Manager Staff Networks | Ongoing | Engagement Plan in place Tangible output in the form of video notes involving Board members, staff and staff forums on Disability Equality |
| 2. | EA 2010 WRES WDES EDS 2 McGregor Review into Race Equality | Reciprocal Mentoring is an expectation on Senior Leaders and Chiefs of Service Development programmes | Reciprocal mentoring is set as an annual personal development objective for tiers 1 and 2 | Directors EDM | April 22 – Oct 22 | All Trust Board members have participated in Reciprocal Mentoring Mentors with disabilities participate |

Objective 2: Establish a culture of Inclusive Leadership in the way we develop our people

| Number | Drivers | Priority 20/21 | Action Needed 22/23 | Who | Timeline | Measure |
|--------|---|---|---|------------------|-------------------|--|
| 1. | WRES McGregor Race Equality Review WDES | Reciprocal Mentoring has been widened to underpin senior leadership programmes and opened to staff from all protected characteristics | Offer opportunities for aspiring leaders on the Mary Seacole Leadership programme on reciprocal mentoring | EDM L&OD Team | April 22 – Oct 22 | 2 Cohorts are completed and review of learning with both cohorts Follow up with Mentors on applying their learning into practice Management Essential training includes discussion on disability |

Objective 3: Inclusive employment policies, practices and systems

| Number | Drivers | Priority 20/21 | Action Needed 22/23 | Who | Timeline | Measure |
|--------|--|---|--|---|----------|--|
| 1. | EA 2010 EDS2 WRES WDES | Trust has engaged with the national/regional pilot on inclusive recruitment practice | Re – set expectations around recruitment to increase disability density at senior levels <ul style="list-style-type: none"> • Mandatory training for those involved in recruitment • Look at introducing inclusion ambassador roles to observe at interviews • Increase use of EDI questions in selection | HR EDM Chair of BAME Network | April 22 | WDES Ind. 2 Recruitment Current score is 0.7 – FH to better or keep within 0.75 – 1.25 range of tolerance Disabled Staff appointed: Exceed 3% |
| 2. | EA2010 EDS2 WDES | Exploring how the appraisal process could better support seldom heard staff groups such as staff with disabilities and Carers | A Carers Passport for Trust Staff to use is under development with a view to piloting its use in Occupational Therapy and evaluate the impact | Staff with Disabilities & Carers Network EDM | July 22 | Idea of carers passport to be tested in a service area and reviewed. Improve staff survey items linked to employee experience |
| 3. | EA2010 WRES WDES | HR resource explaining best practice from Employment Tribunals in place Training for Managers on HR matters | HR Policies continue to reflect best practice and incorporate staff voice and a resolution-based approach in the implementation | EDM | | WDES Ind 3 No Disabled Staff involved in capability processes Utilise learning from Employment Tribunals to support better understanding of disability equality as part of any policy development |

Objective 4: Understanding and improving the experience of our staff

| Number | Drivers | Priority 20/21 | Action Needed 22/23 | Who | Timeline | Measure |
|--------|---|--|---|---|----------|---|
| 1. | EA2010 EDS2 WDES | Year on year improvement in the disclosure of Disability, Religion & Belief and Sexual Orientation | Improve disclosure particularly amongst Nursing & Midwifery Staff | EDM | Ongoing | Exceed the 2.6% average improvement in data disclosure in 20/21 |
| 2. | EA2010 EDS2 WRES WDES | Collaboration between EDM, FTSU and Staff Networks on empowering staff to speak up | Focus on improving against WDES Indicators linked to Staff Survey items for Violence & Aggression, Career Progression and experiencing discrimination | OD Manager EDM BAME Staff Network | Ongoing | Set baseline using FH best scores from 2016 -2020 and track Seek to better NHS average by more than 1% and track |
| 3. | EA2010 EDS2 WRES WDES Carers Confident Kitemark | Renewed focus on engaging with seldom heard staff groups such as carers, hidden disabilities and LGBTQA+ to hear and act on their experiences in the workplace | Progress against the Carers Confident Kitemark – Carers Survey | EDM Staff Networks | Jan 22 | WDES Indicators 5 – 12 and to make improvement on 20/21 data Meet level 1 of the Carers Confident Kitemark |